

WHM offers a full complement of education management and school operation services. They include general operations management, human resources, financial reporting, student data reporting to state education authorities, and more.

The tutoring staff is comprised of certified teachers in the grade level or subject area being tutored. The tutors have extensive experience in on-line instruction. NCLB Tutors partners with Tutor.com, which employs 10,000 tutors nationwide. Tutors hold advanced degrees. Tutor.com includes a "smart match" program which links the students' areas of need with the tutors' expertise. Tutors provide assistance to students seven days a week from 2 p.m. - 1:00 a.m. EST in math, science, social studies and English. Tutors also provide assistance in Spanish, on Sunday-Thursday from 2 p.m. - 10:00 p.m. EST. During this time, bilingual, Spanish-speaking tutors are available for math and science help.

Each student is assigned a certified teacher who provides instruction and support via a live interactive communication delivery system (I-Link) to assist where the student is struggling. The teachers all have extensive experience with online instruction. Teachers/tutors receive ongoing assistance and training from a master teacher with extensive experience in distance education.

School personnel are an integral part of the program beginning with the input into the creation of the student's PSP. In an effort to provide a free flow of information, school personnel are encouraged to provide input regarding skill deficits and/or progress in their academic subjects as indicated by testing and assessment in the school. School personnel will receive regular updates on student lessons and test scores. Conferences with the teacher and parent are available upon request.

Human Resources will check employee references. All employees working directly with children will be subject to a local criminal background check and an FBI background check.

3. Program Effectiveness: What evidence do you have of the program's effectiveness in increasing student achievement?

Since 1999, 2,100 students (14% low-income, 12% special education students) have been served in Distance Education program with the same curricula and components as NCLB Tutors. Under management of White Hat Management, students have averaged one full year of academic growth between the '02 and '03 school years. NCLB Tutors has chosen PLATO and CompassLearning because of their proven success based upon research particularly for low-income and/or special education students. PLATO conducted a 4-year study of students who failed the FHSCT in two large school districts in Florida and found that after using PLATO as a remedial program for two years, 85% passed FHSCT English, and 100% passed FHSCT math.

NCLB Tutors, as modeled after the parent company, White Hat Management, has achieved measurable gains with their 300 low-income students and 240 students with disabilities. CompassLearning delivers content in a variety of formats that are compatible with assistive technology and accommodate different abilities and learning styles, based on research findings that equitable access to learning materials ensures that students with disabilities have equal opportunities to achieve to their highest potential. Similarly, PLATO uses many of the principles on instructional design and learning theory recognized as strong teaching techniques for students with learning disabilities. Teachers have found the self-paced structure, small steps with immediate feedback, and extensive practice to be particularly useful for students with learning disabilities. To help schools

meet federal requirements for adequate yearly progress, NCLB Tutors will help ensure that students who speak English as a second language (ESL) meet the same challenging English proficiency objectives and standards required of all other students. PLATO addresses the needs of the ESL student by providing features such as: audio replay; an online dictionary and Vocabulary Builder. In a like manner, CompassLearning provides the ESL student with more than 3,000 hours of multimedia activities, monolingual/bilingual dictionary, grammar tools, audio support, and supplementary print coursework.

4. Program Evaluation: How will the program be monitored for effectiveness? Describe how the progress of students receiving supplemental educational services will be measured and which assessments will be used. Describe how the district, parents, and teacher(s) will be notified of the student's progress (in their native language, if necessary).

Effectiveness will be monitored through a customized cyber "classroom" that contains a tracking component, called the Learning Management System or "LMS". The LMS provides students, parents, and teachers with progress monitoring and assignments on a secure web portal 24 hrs/day, 7 days/week. Data will be collected from evaluation of the student's Personal Success Plan (PSP), which will indicate individual student progress. Simulated MEAP tests (through Study Island) will also be administered to indicate improved performance.

The progress of students receiving supplemental educational services will be measured through the Personal Success Plan that is designed for each student. NCLB Tutors uses pre-test and post-test measures to assess each student's individual progress (a value-added model). Upon enrollment in the program, the teacher formulates a Personal Success Plan (PSP) based upon the results of initial diagnostic assessments, recommendations from the referring instructional staff, and parental input. In this plan, student academic goals are set forth, and these goals are evaluated weekly through personal tutoring sessions based on student progress and demonstrated learning patterns. Data is collected from academic probes and evaluation of the PSP as indicators of individual student progress. The NCLB Tutors program will collect data across all sites to ensure the effectiveness of the program and to determine other curriculum resources needed to enhance student achievement.

Key instructional practices incorporated in the NCLB Tutors program include: continuous progress monitoring; the teacher as facilitator; a highly interactive learning environment; individualized lesson plans and academic goals; and performance-based assessment based on mastery learning. The electronic curricula are designed to ensure 70% mastery before a student progresses to the next level. PLATO Curriculum is based on 40 years of research and has published Technical Papers that summarize research on their curricula and theory base (Foshay, McEnvoy et al. 2000, Quinn, Foshay et al. 2000). Nearly 900 references on PLATO are listed in the ERIC educational research database. According to an independent third-party evaluation, when PLATO was used as a supplement, measurable gains represent improvements of up to 30% on achievement of standards. When used as a primary program, gains represent improvements of up to 60%. CompassLearning is backed by research and has been proven to increase academic achievement in a variety of settings and content areas. Certified instructors create an individualized plan (PSP) to monitor academic achievement on a continual basis and interact with the student through live tutorial sessions delivered through the I-Link system.